



SPOKANE COUNTY SHERIFF'S OFFICE
TRAINING ANNOUNCEMENT
July 11th, 2013 from 8am-4pm
SCSO Training Center



Management's Rights

For all public safety Command, Supervisory Personnel and HR representatives

This course teaches that the employment relationship is an enforceable contract wherein management has inherent and enforceable rights. These rights include requiring employees to: attend work on a regular basis, give a fair day's work be subordinate, lawful to directives, perform to standards, and get along with others and to be loyal to their employer's lawful business needs. The problem is that the traditional people-oriented style of management has been seriously weakened by 40 years of employee labor and employee rights laws. A performance-oriented model of management based on principles found in contract law, economics and Performance Theory is a more powerful, practical, simpler and enforceable alternative. We are a "How to" company providing answers.

Topics include:

- **understanding why management must move away from people management and move towards performance management.**
- **provide support for the fact that courts and arbiters support the enforcement of management's rights.**
- **define the "Universal Rights" of management.**
- **design the foundation for a performance-oriented style of management**

Attendees will receive a certificate of training, a class manual and hard copies of model forms and policies to use.

Your National Instructor will be:

D.J. Van Meter Ph.D. is the principle of Van Meter & Associates, Inc. (VMA) and has spent the last 44 years in law enforcement, 15 years as a sworn officer. He has a Ph.D. in Training and Organizational Development from The Ohio State University, Columbus, Ohio and also holds a Master's Degree in Labor and Human Resource Management. He works with counsel as an expert witness, reviews discipline and termination cases and develops customized policy and procedures manuals for all public safety organizations nationwide. He is the author of the book, Evaluating Dysfunctional Police Performance: A Z-based Approach published by Charles Thomas Publishing. Dr. Van Meter is qualified in state/federal courts as an expert in law enforcement training, use-of-force, and management and operational policies.

How to Register:

P.O's, Vouchers, Claims, DOJ are accepted but does not guarantee tuition rate
Master Card/Visa Save per student with prepaid tuition.

Prepaid-tuition checks/CC postmarked by July 5th, 2013

\$140 first prepaid registrant
\$120 each additional

Regular Tuition-checks/CC Postmarked July 6th & later

\$160 regular first registrant
\$140 each additional

Van Meter & Associates, Inc. (www.vmanet.com)

Training & Organizational Development for Public Safety Forces

The **"How to"** company from Coast-to-Coast Since 1982

P.O. Box 21313

Columbus, Ohio 43221

Contact

Name _____ Dept _____

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1. _____

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